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Area Wage Survey
Tacoma, WA
April 1989

U.S. Department of Labor
Bureau of Labor Statistics
Summary
June 1989

This summary presents results of an April 1989 survey of occupational wages and employee benefits in the Tacoma Primary Metropolitan Statistical Area, which consists of Pierce County. This is 1 of over 100 areas which the Bureau of Labor Statistics surveys annually or every other year at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 90 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 113 establishments employing 24,671 workers was selected to represent 321 establishments employing 44,871 workers in the area. Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and insurance, health, and retirement plans for nonsupervisory production and related workers and office workers. (See table 5 for further information on the scope of the survey.)

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

Revised occupational descriptions are being introduced in this survey for computer operators. In addition, the maintenance, toolroom, and powerplant descriptions have been modified so that workers performing maintenance services for establishments other than their employing establishment are not automatically excluded.

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Table 1. Hourly earnings[1] of selected occupations in Tacoma, WA, April 1989

Occupation[2]	Number of workers	Hourly earnings (in dollars)			Number of workers receiving straight-time hourly earnings (in dollars) of—																						
		Mean	Median	Middle range	Under 5.00	5.00 and under 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 and over
Secretaries	85	11.25	11.31	8.70-13.99																							
Secretaries II	24	9.47	9.30	7.42-11.83																							
Secretaries III	20	11.42	10.42	10.10-12.67																							
Secretaries IV	18	12.93	13.78	11.54-13.98																							
Secretaries V	14	14.98	14.79																								
Word processors	66	8.48	8.41	7.50-8.65																							
Word processors I	39	8.36	8.41	7.50-8.65																							
Word processors II	27	8.63	8.37	7.80-9.38																							
Key entry operators	131	6.11	6.08	5.70-9.23																							
Key entry operators I	70	6.90	6.72	6.12-7.70																							
Key entry operators II	61	9.51	9.23	9.10-9.66																							
File clerks	12	6.99	6.79	- -																							
Receptionists	1	6.72	7.00																								
Switchboard operators	15	6.62	6.29																								
Switchboard operators/ receptionists	111	6.88	7.02	5.75-7.50																							
Order clerks	179	8.94	9.23	7.21-9.66																							
Order clerks I	56	7.56	7.21	7.21-8.22																							
Order clerks II	123	9.57	9.66	8.73-9.66																							
Accounting clerks	411	8.47	8.60	7.27-9.05																							
Accounting clerks I	40	6.67	6.63	6.16-6.88																							
Accounting clerks II	257	8.31	8.15	7.26-8.70																							
Accounting clerks III	108	9.26	8.94	8.60-9.89																							
Accounting clerks IV	6	11.34	11.12	- -																							
Payroll clerks	76	9.52	9.22	8.08-10.25																							
Computer systems analysts	31	19.50	18.27	16.07-22.50																							
Computer programmers	42	15.01	15.01	13.04-17.31																							
Computer programmers I	6	10.19	9.95																								
Computer programmers III	21	15.01	15.12	13.24-16.36																							
Computer operators	70	10.71	10.46	9.36-11.83																							
Computer operators II	35	9.89	9.82	9.19-11.54																							
Computer operators III	20	11.06	11.08	9.88-11.83																							
Drafters	54	11.60	12.58	9.50-14.25																							
Electronics technicians	138	14.26	15.78	12.15-16.24																							
Electronics technicians I	11	8.51	8.52	- -																							
Electronics technicians II	43	13.12	14.54	9.50-15.78																							
Electronics technicians III	84	15.60	16.24	14.15-16.70																							
Maintenance carpenters	11	14.99	16.00	- -																							
Maintenance electricians	93	14.63	13.70	13.03-16.94																							
Maintenance mechanics (machinery)	156	13.11	13.70	11.96-14.06																							
Millwrights	38	14.39	13.75	11.25-16.98																							
Motor vehicle mechanics	35	13.07	13.03	13.00-13.50																							
General maintenance workers	133	9.03	8.47	7.40-10.20																							

See footnotes at end of table.

Table 1. Hourly earnings[1] of selected occupations in Tacoma, WA, April 1989 —Continued

Occupation[2]	Number of workers	Hourly earnings (in dollars)[3]			Number of workers receiving straight-time hourly earnings (in dollars) of —																						
		Mean	Median	Middle range	Under 5.00	5.00 and under 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00	18.00 – 19.00	19.00 – 20.00	20.00 and over
Truckdrivers	906	12.87	12.25	11.47–15.21				2		1		11	5	2	50	77	35	137	175	110	56	157	90				
Truckdrivers, light truck	17	8.85	9.47	8.86– 9.66				2		1				1	8												
Truckdrivers, medium truck	171	13.04	12.81	9.66–16.01								11			40	5		5	27	7			76				
Truckdrivers, heavy truck	169	13.68	13.55	13.55–14.46											1			12	2	95	54	5					
Truckdrivers, tractor-trailer	547	12.71	12.25	11.47–15.21										1		70	35	120	145	8	2	152	14				
Shippers	39	11.00	10.60	9.66–12.60											16		9	2	4	8							
Receivers	52	12.03	12.60	10.53–13.37						1				2	8	1	8	5	4	12	10	1					
Shippers and receivers	27	12.29	12.93	11.83–13.01				1							2	2		8	6	2	10						
Warehousemen	253	9.97	9.20	8.37–11.50				5	26	16	12	41	11	24	14	17	8	22		26		29					
Shipping packers	31	8.37	8.60	7.45– 9.42	2					6	6		4	10	1	2											
Material handling laborers	124	10.62	9.79	7.03–15.12			1		24	12	6	6			20				16			39					
Forklift operators	238	12.29	11.94	10.50–15.23				4	1	1	1	10	1		26	14	27	60	16	8		79					
Power-truck operators (other than forklift)	184	12.21	11.30	10.70–13.62													70	24		90							
Janitors, porters, and cleaners	528	6.41	6.10	4.80– 7.35	134	90	19	69	28	108	2		5			68			1		3						

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more than this rate and one-half receive the same as or less than this rate. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Middle ranges are not provided when fewer than 15 workers are reported.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

[3] Workers were distributed as follows: 4 at $20.00 to $21.00, 1 at $21.00 to $22.00, 1 at $22.00 to $23.00, 1 at $23.00 to $24.00, 2 at $24.00 to $25.00, 2 at $25.00 to $26.00, and 2 at $26.00 and over.

[4] Workers were distributed as follows: 36 at $4.00 to $4.50, and 98 at $4.50 to $5.00.

Table 2. Annual paid holidays for full-time workers in Tacoma, WA, April 1989

Item	Production and related workers	Office workers
All full-time workers	[illegible]	[illegible]
Average number of paid holidays	[illegible]	[illegible]
Number of holidays		
1 holiday	[illegible]	[illegible]
2 holidays	[illegible]	[illegible]
3 holidays	[illegible]	[illegible]
4 holidays	[illegible]	[illegible]
5 holidays	[illegible]	[illegible]
6 holidays	[illegible]	[illegible]
7 holidays	[illegible]	[illegible]
8 holidays	[illegible]	[illegible]
9 holidays	[illegible]	[illegible]
10 holidays	[illegible]	[illegible]
11 holidays	[illegible]	[illegible]
12 holidays	[illegible]	[illegible]
13 holidays	[illegible]	[illegible]

Table 3. Paid vacation provisions[1] for full-time workers in Tacoma, WA, April 1989

Item	Production and related workers	Office workers
All full-time workers		
(in percent)	100	100
Establishments not providing paid vacations	1	1
Establishments providing paid vacations	99	99
Length of time payment[2]	99	99
Vacation pay provisions (of):		
Length of service		
Under 1 week	11	7
1 week	5	20
1 year of service		
1 week	90	80
2 weeks	74	68
Over 2 and under 3 weeks	1	1
2 years of service		
2 weeks	87	77
3 weeks	11	20
Over 3 and under 5 weeks	1	1
5 years of service		
3 weeks	3	1
4 weeks	97	99
10 years of service		
3 weeks	1	1
4 weeks	96	97
5 weeks	3	2
15 years of service		
4 weeks	1	1
5 weeks	96	97
6 weeks	3	2
20 years of service		
4 weeks	1	1
5 weeks	95	96
6 weeks	4	3
25 years of service		
4 weeks	1	1
5 weeks	94	95
6 weeks	5	4
30 years of service		
4 weeks	1	1
5 weeks	93	94
6 weeks	6	5
Maximum vacation provision		
1 week	1	1
2 weeks	74	68
3 weeks	11	20
4 weeks	11	7
Over 4 and under 5 weeks	1	1
5 weeks	1	1
6 weeks	1	1

[1] Includes basic paid vacation provisions only. Excludes plans such as vacation bonus, sabbatical leave, and those where time accrued for additional vacation time is based upon length of service. Data for some occupations are shown in the total, maximum, and can sometimes be derived from the data shown.

[2] Less than 0.5 percent.

[3] Includes payment other than weeks of time, such as percentage of annual earnings or lump-sum payment. Includes a lump-sum payment less than a payment of 2 percent of annual earnings was considered as 1 week's pay. Details may not add to totals because of rounding.

Table 4. Insurance, health, and retirement plans offered to full-time workers in Tacoma, WA, April 1989

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below	98	99
Life insurance	87	95
Noncontributory plans	80	89
Accidental death and dismemberment insurance	74	90
Noncontributory plans	70	89
Sickness and accident insurance or sick leave or both	72	84
Sickness and accident insurance	60	55
Noncontributory plans	54	54
Sick leave (full pay and no waiting period)	29	72
Sick leave (partial pay or waiting period)	22	14
Long-term disability insurance	23	64
Noncontributory plans	20	60
Hospitalization, surgical, and medical insurance	65	72
Noncontributory plans	66	67
Health maintenance organizations	54	76
Noncontributory plans	23	30
Dental care	68	92
Noncontributory plans	70	66
Vision care	75	79
Noncontributory plans	50	51
Alcohol and drug abuse treatment	94	98
Noncontributory plans	62	62
Hearing care	57	65
Noncontributory plans	48	41
Retirement plans	81	92
Noncontributory plans	64	81
Pension	65	85
Noncontributory plans	59	75
Lump sum	19	19
Noncontributory plans	5	6
Other	2	(1)
Noncontributory plans	2	(1)

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. "Noncontributory plans" include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, Social Security, and railroad retirement.

[2] Less than 0.5 percent.

Note: Establishments providing more than one type of retirement plan (e.g., an annuity and a lump sum payment) may cause the sums of the separate plans to be greater than the total for all retirement plans. "Other" retirement plans provide for a fixed number of payments after which payments are discontinued.

Table 5. Establishments and workers within scope of survey and number studied in Tacoma, WA, April 1989

Industry division[1]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey[2]	Studied	Within scope of survey				Studied[3]
				Total[4]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	321	113	44,671	100	23,156	5,337	24,671
Manufacturing	50	92	32	15,472	34	9,709	2,201	8,298
Nonmanufacturing[5]	50	229	81	29,199	66	13,097	3,176	16,361

[1] The Tacoma Primary Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1990, consists of Pierce County. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis for comparison with other statistical series to measure employment trends or levels, since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum employment in establishments in scope of survey. All outlets within a metropolitan area or nonmetropolitan county of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services. Major industries excluded from the survey are agriculture, mining, construction, and some services (notably educational institutions and medical services).

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